ZAMI Donation Request

❑ Yes, I want to support ZAMI with my gift of:

❑ $25 ❑ $50 ❑ $100

❑ Other_____

ZAMI is a sponsored project of the Fund for Southern Communities (FSC). Donations should be made payable to FSC and designated for the Audre Lorde Scholarship Fund:

Please mail your checks to:

ZAMI, Inc.

P.O. Box 2502

Decatur, GA 30031

ZAMI's wish list:

Computers • Fax Machines

Scanner • Copy Machine

Stamps • Televisions

CD Players

Photo Credit: Connie Cross and Edith Biggers/Sistagraphy

Brochure Design: Lazer Age, Inc.

ZAMI Mission Statement

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Atlanta's Premiere Organization for Lesbians of African Descent

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ZAMI's Herstory

In October 1989, a Women of Color Caucus (WOCC) was created by lesbian members of the African-American Lesbian and Gay Alliance (AALGA) to focus on their political, social, economic, and personal needs. In June 1990, WOCC members voted to secede from AALGA in order to become an autonomous entity.

Ever evolving, these women renamed themselves, ZAMI. The name ZAMI also honors the late Audre Lorde, a Black lesbian feminist poet who was poet laureate for New York state and who wrote the biomythography ZAMI: A New Spelling of My Name.

The Audre Lorde Scholarship Fund

The Audre Lorde Scholarship Awards are designed to recognize out* lesbians of African descent who are making significant contributions to their communities. ZAMI wants to support and encourage their continuing education by providing scholarships to those women enrolled in accredited technical, undergraduate and graduate programs located in the following states: Georgia, Florida, Mississippi, Louisiana, South Carolina, North Carolina, Tennessee, Alabama, Arkansas, Texas, Virginia and Kentucky.

Forums, Cultural Events and Social Activities

- An opportunity to meet and greet local and national Black lesbians in a safe supportive space.
- Education and Advocacy.
- The chance to share and learn valuable information about issues that impact our lives as African American lesbians.

ZAMI Offers Support Groups

1st Sunday

Coming Out Support Group for all ages

2nd Sunday

Outlook: Support / Discussion group for Sistas 20 - 39 years of age

3rd Sunday

SAGE: Sistas Aging Gracefully Everywhere—for Wimmin 40 and older

4th Sunday

Black Lesbians with Children—Wimmin of all ages welcome

Contact ZAMI at The ZAMI LINE: 404 370-0920 The Scholarship Fund: 404 370-0911 www.zami.org zami@zami.org ZAMI, Inc. P.O. Box 2502 Decatur, GA 30031

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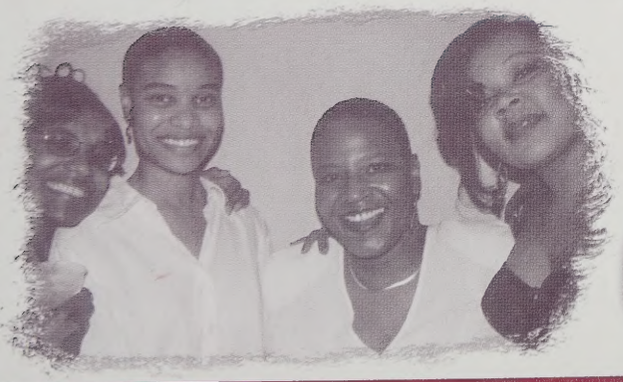

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AT OUR MEETINGS

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CONFIDENTIALITY

All statements made during ZAMI meetings shall be held confidential within the group.

OUTNESS

"Outness" is defined as the level of disclosure or degree of openness about one's sexual orientation. All ZAMI members respect each others degree of outness.

ACTIVITIES CONTINUED

- Presented panels on many topics including "Young Dykes Speak Out," "Surviving Childhood Incest," "Sex, Lies, and HIV," "Dishing with the Brothers," "Black Lesbians over Seventy," "Parents and Friends of Lesbians and Gays"

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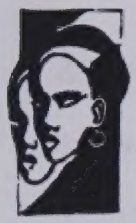

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BOARD OF DIRECTORS

The board of directors has the principal responsibility for fulfillment of ZAMI's mission and the legal accountability for its operations. It is in charge of establishing a clear organizational mission, forming the strategic plan to accomplish the mission, overseeing and evaluating the plan's success, hiring a competent Executive Director and providing adequate supervision and support to that individual, ensuring financial solvency of the organization, interpreting and representing the community to the organization, and instituting a fair system of policies and procedures for human resource management.

Board members have a duty of loyalty to ZAMI, its staff, members, volunteers and other Board members. While differences of opinion are sure to arise, board members should seek to keep disagreements impersonal. By practicing discretion and accepting decisions made on a majority basis, board unity and confidence will be promoted.

Board members accomplish their functions through attending regular meetings and by establishing a committee structure that is appropriate to the size of the board. Board members arrive at meetings prepared and ready to engage in thoughtful dialogue.

The Board is open to self-evaluation and regularly reviews its own composition to ensure constituent representation, board expertise and commitment. The Board is also responsible for evaluating and determining compensation for the Executive Director.

Position Title: CHAIR PERSON OF THE BOARD

General: Ensures the effective action of the board in governing and supporting the organization, and oversees board affairs. Acts as the representative of the board.

Community: Speaks to the media and the community on behalf of ZAMI **(as does the Executive Director);** represents the agency in the community.

Meetings: Develops agendas for meetings in concert with the Executive Director. Presides at board meetings.

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Executive Director: Establishes search and selection committee (usually acts as chair) for hiring an Executive Director. Convenes board discussions on evaluating the Executive Director and negotiating compensation and benefits package; conveys information to the Executive Director.

Board Affairs: Ensures that board matters are handled properly, including preparation of pre-meeting materials, committee functioning, and recruitment and orientation of new board members.

Position Title: VICE CHAIR
General: Acts as the chair in the chair's absence; assists the chair on the above or other specified duties.

Special Responsibilities: Frequently assigned to a special area of responsibility, such as membership, media, annual scholarship celebration, facility, or personnel.

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Assumes all responsibilities of SECRETARY in her absence.

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Auditor: Recommends to the board whether ZAMI should have an audit. If so, selects and meets annually with the auditor in conjunction with the Finance and/or Audit Committees.

Position Title: Member, Board of Directors

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Planning:
Approves ZAMI's philosophy and reviews management's performance in achieving it.
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Annually reviews and approves ZAMI's budget.
Approves major policies.
Cash Management and Investments: Ensures, through the Finance Committee, sound management and maximization of cash and investments.

Organization:
Assures that management succession is being properly provided.
Assures that the status of ZAMI's strength and planning is equal to the requirements of the long-range goals.
Approves appropriate compensation and benefit policies and practices.
Proposes a slate of directors to members and fill vacancies as needed.
Annually approves the Performance Review of the Executive Director and establishes her compensation based on recommendations of the Chairman of the Board.
Annually reviews the performance of the Board and take steps to improve its performance.

Operations:
Approves major actions of ZAMI, such as capital expenditures and major program and service changes.

Audit:
Ascertains that management has established appropriate policies to define and identify conflicts of interest throughout ZAMI, and is diligently administering and enforcing those policies.
Appoint independent auditors subject to approval by members.
Review compliance with relevant material laws affecting ZAMI.

Be assured that the Board and its committees are adequately and currently informed - through reports and other methods - of the condition of ZAMI and its operations.
Be assured that published reports properly reflect the operating results and financial condition of ZAMI.

Reviews the results achieved by management as compared with the ZAMI's philosophy, annual and long- range goals, and the performance of similar organizations.
Be certain that the financial structure of ZAMI is adequate for its current needs and its long-range strategy.
Provide candid and constructive criticism, advice, and comments.

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Cash Management and Investments: Ensures, through the Finance Committee, sound management and maximization of cash and investments.

Organization:
Assures that management succession is being properly provided.
Assures that the status of ZAMI's strength and planning is equal to the requirements of the long-range goals.
Approves appropriate compensation and benefit policies and practices.
Proposes a slate of directors to members and fill vacancies as needed.
Annually approves the Performance Review of the Executive Director and establishes her compensation based on recommendations of the Chairman of the Board.
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Be certain that the financial structure of ZAMI is adequate for its current needs and its long-range strategy.
Provide candid and constructive criticism, advice, and comments.

Mailing Address:
P.O. Box 2502
Decatur, GA 30031

Office Address:
111 East Maple Street
Decatur, GA 30030
404 370-0920

www.zami.org
zamiinc@bellsouth.net
zami@zami.org

MISSION

ZAMI, Inc. is a not for profit collective of lesbians of African descent residing in the Atlanta Metropolitan area. Our primary mission is to procure and dispense scholarship funds to lesbians of African descent attending an accredited post secondary institution in the state of Georgia.
We also provide a forum and affirming safe space for the voices of lesbian writers of color. Finally, ZAMI sponsors special programming to develop the leadership pontential of young lesbians and to honor the life and legacy of Audre Lorde.

HERSTORY

In October 1989, a Women of Color Caucus (WOCC) was created by lesbian members of the African-American Lesbian and Gay Alliance (AALGA) to focus on their political, social, economic, and personal needs. In June 1990, WOCC members voted to secede from AALGA in order to become an autonomous entity. Ever evolving, these women renamed themselves ZAMI-a Carriacou word meaning women who work together as friends and lovers. The name ZAMI also honors the late Audre Lorde, a Black lesbian feminist who was poet laureate for New York state and who wrote the biomythography ZAMI: A New Spelling of My Name. For most of its existence ZAMI provided a support base of discussion ,information and programming for lesbians of African descent in the Atlanta area. In February 1998, ZAMI narrowed its focus to promote, enhance and sustain the Audre Lorde Scholarship Fund.

ACCOMPLISHMENTS

*Presented celebrations honoring the life and work of Audre Lorde
*Awarded scholarships to Black lesbians enrolled in Georgia colleges
*Published a bi-monthly newsletter
*Hosted Black Lesbian writers:
doris davenport
Terri Jewel
Cathleen McKinley
Penny Mickelbury
Lisa Moore
Kathleen Morris
The Shirley
Linda Villarosa
Evelyn White
Shay Youngblood

*Premiered the works of Black lesbian artists in Atlanta:
Video activist **Jocelyn Taylor**
Filmmakers **Michelle Parkerson and Ada Gay Griffin**

*Co-sponsored important events:
The Atlanta Premiere of A Litany for Survival: The Life and Work of Audre Lorde
Annual Bayard Rustin rally
Mab Segrest and Suzanne Pharr reading
The first lesbian and gay Black History Celebration at Spelman College

*conducted a weekend retreat on internalized homophobia with funding from the Fund for Southern Communities

ATLANTA UNIVERSITY CENTER OUTREACH PROGRAM

SCHOLARSHIP AND COMMUNITY OUTREACH

In October 1997, ZAMI was awarded grants by the Community Foundation for Greater Atlanta to conduct an outreach program for lesbians and bisexual women in the Atlanta University Center and to provide general support to administer the Audre Lorde Scholarship fund.

ZAMI

ZAMI

ZAMI

ZAMI

ZAMI

A Carriacou word for women who work together as friends and lovers

"As women, we have been taught either to ignore our differences, or to view them as causes for separation and suspicion rather than forces for change. Without community there is no liberation, only the most vulnerable and temporary armistice between an individual and her oppression."
-- Audre Lorde

Outness is generally defined as the level of disclosure or degree of openness about one's sexual orientation.

ZAMI

Information and Invitation

The next scheduled meeting of **Zami**, an organization for lesbians of color, will be held Friday, September 14 at 7pm at Charis Book Store, 419 Moreland Avenue. The organization is extremely young and is looking for interested women to help in its establishment as a viable and progressive group for lesbians of color.

We are continuing to work on a statement of purpose for the group and seek input from all interested women. If you plan to attend the next meeting please bring with you a paragraph stating your ideas of what the organization should be and what activites you would like to see in such an organization. Presently a steering committee serves as the core of the group and it is its duty to come up with ideas, direct meetings and otherwise attempt to keep a very young organization afloat and flourishing. Steering committee meetings are held the first week of the month and are open to anyone interested. Presently there are three women who are actively working on the committee. Ideally, we'd like to have five or six so that the work is evenly shared by all. If you are interested in being on the steering committee please drop a line at the enclosed PO box. Or call 559-0641 and ask to speak with Iris.

The NLC is sending out announcements of a conference celebrating the works of Audre Lorde. The conference will take place October 5-8 in Boston, Massachusetts. A number of people have expressed interest in renting a car or van as numbers dictate and attending the conference. If you have received the announcement in another mailing and are interested in attending the conference please return the application and plan to attend the next meeting. **Zami's** Steering Committee has checked into rental rates for cars and vans and information about travel and lodging in the area will be available at that time. The conference convenors are eager to have at least 50% women of color participation and we would like to oblige them. We hope to see you at the next meeting. Keep up the fight.

ZAMI
P.O. Box 9247
Atlanta, Georgia 30312

ZAMI, Inc.

Organizational Herstory

MISSION

ZAMI Inc. was founded in metro Atlanta in 1988 as an organization for lesbians of African descent. ZAMI's primary mission is to empower and affirm the lives of lesbians of color through providing advocacy, scholarship funds, leadership development, support/ discussion groups, social activities, outreach and education.

HERSTORY

During its first five years ZAMI sponsored monthly community events to provide a base of support for lesbians of African descent. In these settings women could participate in lively discussions, gather information on health and well- being or enjoy the talents of local and national authors. In February of 1995, ZAMI narrowed its focus to:

- promote, enhance and sustain the Audre Lorde Scholarship Fund;
- provide mentoring and leadership development for young lesbians through informal counseling and referral, safe discussion space, workshops, presentations and social gatherings; and
- promote and showcase emerging as well as established lesbian writers /artists of color;

In 2001, due to the increasing need of the African- American lesbian community, ZAMI rented a standing office space in downtown Decatur and began to facilitate four different ongoing weekly support groups looking at issues of coming out, relationships, parenting and aging. Because of lagging numbers and lack of financial resources, ZAMI closed its office and ceased the support groups. In 2005, ZAMI's Audre Lorde Scholarship Fund celebrated its 10th anniversary and to date has awarded over 100,000 in scholarship funds. ZAMI also hosts a web site: www.zami.org and fourth list serves: atlzami@yahoogroups.com, sisteroutsider@yahoogroups.com, zamimembers@yahoogroups.com, and zamigroup@yahoogroups.com (a list serve that is open only to board members)

ZAMI, Inc.

A Board of Directors currently manages the daily operations of ZAMI.

The board of directors has the principal responsibility for fulfillment of ZAMI's mission and the legal accountability for its operations. They are in charge of establishing a clear organizational mission, forming the strategic plan to accomplish the mission, overseeing and evaluating the plan's success, hiring a competent Executive Director and providing adequate supervision and support to that individual, ensuring financial solvency of the organization, interpreting and representing the community to the organization, and instituting a fair system of policies and procedures for human resource management.

Board members have a duty of loyalty to ZAMI, its staff and other board members. While differences of opinion are sure to arise, board members should seek to keep disagreements impersonal. By practicing discretion and accepting decisions made on a majority basis, board unity and confidence will be promoted.

Board members accomplish their functions through attending regular monthly meetings and by establishing a committee structure that is appropriate to the size of the board. Board members arrive at meetings prepared and ready to engage in thoughtful dialogue. The Board is open to self-evaluation and regularly reviews its own composition to ensure constituent representation, board expertise and commitment. The Board is also responsible for evaluating and determining compensation for any and all hired staff.

Position Title: CHAIRPERSON OF THE BOARD

General: Ensures the effective action of the board in governing and supporting the organization, and oversees board affairs. Acts as the representative of the board. Speaks to the media and the community on behalf of ZAMI (as does the Executive Director); represents the agency in the community.

Meetings: Develops agendas for meetings. Presides at board meetings.

Committees: Recommends to the board, which committees are to be established. Seeks volunteers for committees and coordinates individual board member assignments. Makes sure each committee has a chairperson, and stays in touch with chairpersons to be sure

that their work is carried out; identifies committee recommendations that should be presented to the full board. Determines whether executive committee meetings are necessary and convenes the committee accordingly.

Executive Director: Establishes search and selection committee (usually acts as chair) for hiring an Executive Director. Convenes board discussions on evaluating the Executive Director and negotiating compensation and benefits package; conveys information to the Executive Director.

Board Affairs: Ensures that board matters are handled properly, including preparation of pre-meeting materials, committee functioning, and recruitment and orientation of new board members.

Position Title: VICE CHAIR
General: Acts as the chair in the chair's absence; assists the chair on the above or other specified duties.

Special Responsibilities: Frequently assigned to a special area of responsibility, such as membership, media, annual scholarship celebration, facility, or personnel.

Position Title: **SECRETARY**
Meetings: Keeps the minutes and maintains an up-to-date membership roll. Checks attendance at each meeting and handles correspondence.
Makes a record of all committees and notifies members if they were named to a committee when they were absent.
Post minutes to the website
Special Responsibilities: Presides over the meeting when the ~~president~~ and vice ~~president~~ are absent. chair

Position Title: **TREASURER**
General: Manages the board's review of, and action related to, the board's financial responsibilities. May work directly with the Executive Director or other staff in developing and implementing financial procedures and systems.

Reports: Ensures that appropriate financial reports are made available to the board. Regularly reports to board on key financial events, trends, concerns, and assessment of fiscal health.

Finance Committee: Chairs the Finance Committee and prepares agendas for meetings, including a year-long calendar of fundraisers.

ZAMI, Inc.

Position Title: Member, Board of Directors

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Operations:

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Audit:

Ascertains that management has established appropriate policies to define and identify conflicts of interest throughout ZAMI, and is diligently administering and enforcing those policies.
Appoint independent auditors subject to approval by members.
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Process

ZAMI will conduct a mandatory orientation and training session for all new board members within the first month of coming on board or as time permits.

Board meetings are held once monthly (Saturdays 10 am – 12 pm) or as needed face to face or via telephone.

ZAMI needs full contribution of all board members in order to fully develop and sustain the organization. Thus, we need board members who have the time and energy to actively participate on the Board.

Board member attendance is necessary to conduct the business of the organization. A member who has two un-notified absences in a row ("un-notified" means the member did not call ahead to a reasonable contact in the organization before the upcoming meeting to indicate they would be gone from the upcoming meeting) or has three notified absences in a row or misses one third of the total number of board meetings in a twelve-month will be asked to leave the board.

Board members must follow through with assigned tasks. A board membe who has three incomplete tasks in a row without notifying the board chair or other board member will be asked to leave the board.

Each board member is responsible for a financial obligation of $30.00 per month due on or before the last day of the month. This contribution can be a personal one or obtained during fundraising efforts.

Aisha

ZAMI, Inc.

Organizational Herstory

MISSION

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Auditor: Recommends to the board whether ZAMI should have an audit. If so, selects and meets annually with the auditor in conjunction with the Finance and/or Audit Committees.

Position Title: **Member, Board of Directors**

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ZAMI Atlanta's Premiere Organization for Lesbians of African Descent

Board Responsibilities

As a board member of ZAMI, Inc., I understand that my duties and responsibilities include the following:

1. I am fiscally responsible, with the other board members, for this organization. It is my duty to know what our budget is and to take an active part in planning the budget and the fundraising to meet it.
2. I am legally responsible, along with other board members, for this organization. I am responsible to know and approve all policies and programs and to oversee the implementation of policies and programs. I know that if I fail in my tasks, and if the organization becomes subject to a suit by a private person or federal state government, I may be held personally liable for any debts incurred.
3. I am morally responsible for the health and well being of this organization. As a member of the board, I have pledged myself to carry out its mission. I am committed and dedicated to this mission.
4. I will donate or, through potential donor contacts provided to the board, raise at least $500 each cycle/year; half of that amount to have been received by ZAMI midway through the organization's annual cycle.
5. I will actively engage in fundraising for this organization in whatever ways are best suited for me. These may include individual solicitations, undertaking special events, writing mail appeals and the like.
6. I will attend 2/3rd's of the board meetings per year (at least 8) and be available for phone consultation; this 2/3rd criteria also applies to the annual board retreat. I understand the commitment to this board will involve a good deal of time and will probably not involve less than 12 hours per month.
7. I understand that no quotas have been set, that no rigid standards of measurement and achievement have been formed. Every board member is making a statement of faith about every other board member. We are trusting each other to carry out the above agreements to the best of our ability, each in our own way, with knowledge, approval and support of all. I know that if I fail to act in good faith I must resign, or someone from the board may ask me to resign.

In its turn, this organization is responsible to me in a number of ways:

1. I can call on the staff to discuss programs and policies, goals and objectives.
2. Board members and staff will respond in a straightforward and thorough fashion to any questions that I have that I feel are necessary to carry out my fiscal, legal and moral responsibilities to this organization.

Signed Simone Bell 6/15/03 Board Member

Signed Beryl A. Johnson 6/15/03 Board Chair

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Signed_____ Board Member

Signed _____ Board Chair

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ZAMI, Inc.

Organizational Herstory

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Organizational Herstory

MISSION

ZAMI Inc. was founded in metro Atlanta in 1988 as an organization for lesbians of African descent. ZAMI's primary mission is to empower and affirm the lives of lesbians of color through providing advocacy, scholarship funds, leadership development, support/ discussion groups, social activities, outreach and education.

HERSTORY

During its first five years ZAMI sponsored monthly community events to provide a base of support for lesbians of African descent. In these settings women could participate in lively discussions, gather information on health and well- being or enjoy the talents of local and national authors. In February of 1995, ZAMI narrowed its focus to:

- promote, enhance and sustain the Audre Lorde Scholarship Fund;
- provide mentoring and leadership development for young lesbians through informal counseling and referral, safe discussion space, workshops, presentations and social gatherings; and
- promote and showcase emerging as well as established lesbian writers /artists of color;

In 2001, due to the increasing need of the African- American lesbian community, ZAMI rented a standing office space in downtown Decatur and began to facilitate four different ongoing weekly support groups looking at issues of coming out, relationships, parenting and aging. Because of lagging numbers and lack of financial resources, ZAMI closed its office and ceased the support groups. In 2005, ZAMI's Audre Lorde Scholarship Fund celebrated its 10th anniversary and to date has awarded over 100,000 in scholarship funds. ZAMI also hosts a web site: www.zami.org and fourth list serves: atlzami@yahoogroups.com, sisteroutsider@yahoogroups.com, zamimembers@yahoogroups.com, and zamigroup@yahoogroups.com (a list serve that is open only to board members)

ZAMI, Inc.

A Board of Directors currently manages the daily operations of ZAMI.

The board of directors has the principal responsibility for fulfillment of ZAMI's mission and the legal accountability for its operations. They are in charge of establishing a clear organizational mission, forming the strategic plan to accomplish the mission, overseeing and evaluating the plan's success, hiring a competent Executive Director and providing adequate supervision and support to that individual, ensuring financial solvency of the organization, interpreting and representing the community to the organization, and instituting a fair system of policies and procedures for human resource management.

Board members have a duty of loyalty to ZAMI, its staff and other board members. While differences of opinion are sure to arise, board members should seek to keep disagreements impersonal. By practicing discretion and accepting decisions made on a majority basis, board unity and confidence will be promoted.

Board members accomplish their functions through attending regular monthly meetings and by establishing a committee structure that is appropriate to the size of the board. Board members arrive at meetings prepared and ready to engage in thoughtful dialogue. The Board is open to self-evaluation and regularly reviews its own composition to ensure constituent representation, board expertise and commitment. The Board is also responsible for evaluating and determining compensation for any and all hired staff.

Position Title: CHAIRPERSON OF THE BOARD

General: Ensures the effective action of the board in governing and supporting the organization, and oversees board affairs. Acts as the representative of the board. Speaks to the media and the community on behalf of ZAMI (as does the Executive Director); represents the agency in the community.

Meetings: Develops agendas for meetings. Presides at board meetings.

Committees: Recommends to the board, which committees are to be established. Seeks volunteers for committees and coordinates individual board member assignments. Makes sure each committee has a chairperson, and stays in touch with chairpersons to be sure

that their work is carried out; identifies committee recommendations that should be presented to the full board. Determines whether executive committee meetings are necessary and convenes the committee accordingly.

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Board Affairs: Ensures that board matters are handled properly, including preparation of pre-meeting materials, committee functioning, and recruitment and orientation of new board members.

Position Title: VICE CHAIR
General: Acts as the chair in the chair's absence; assists the chair on the above or other specified duties.

Special Responsibilities: Frequently assigned to a special area of responsibility, such as membership, media, annual scholarship celebration, facility, or personnel.

Position Title: **SECRETARY**
Meetings: Keeps the minutes and maintains an up-to-date membership roll.
Checks attendance at each meeting and handles correspondence.
Makes a record of all committees and notifies members if they were named to a committee when they were absent.

Special Responsibilities: Presides at the meeting when the president and vice president are absent.

Position Title: **TREASURER**
General: Manages the board's review of, and action related to, the board's financial responsibilities. May work directly with the Executive Director or other staff in developing and implementing financial procedures and systems.

Reports: Ensures that appropriate financial reports are made available to the board. Regularly reports to board on key financial events, trends, concerns, and assessment of fiscal health.

Finance Committee: Chairs the Finance Committee and prepares agendas for meetings, including a year-long calendar of fundraisers.

ZAMI, Inc.

Position Title: Member, Board of Directors

General: Provides governance to ZAMI, represents it to the community, and accepts the ultimate legal authority for it.

Planning:
Approves ZAMI's philosophy and reviews management's performance in achieving it.
Annually reviews and approves ZAMI's plans for funding its strategy.
Reviews and approves ZAMI's financial goals.
Annually reviews and approves ZAMI's budget.
Approves major policies.
Cash Management and Investments: Ensures, through the Finance Committee, sound management and maximization of cash and investments.

Organization:
Assures that management succession is being properly provided.
Assures that the status of ZAMI's strength and planning is equal to the requirements of the long-range goals.
Approves appropriate compensation and benefit policies and practices.
Proposes a slate of directors to members and fill vacancies as needed.
Annually approves the Performance Review of the Executive Director and establishes her compensation based on recommendations of the Chairman of the Board.
Annually reviews the performance of the Board and take steps to improve its performance.

Operations:
Approves major actions of ZAMI, such as capital expenditures and major program and service changes.

Audit:
Ascertains that management has established appropriate policies to define and identify conflicts of interest throughout ZAMI, and is diligently administering and enforcing those policies.
Appoint independent auditors subject to approval by members.
Review compliance with relevant material laws affecting ZAMI.

ZAMI, Inc.

Be assured that the Board and its committees are adequately and currently informed - through reports and other methods - of the condition of ZAMI and its operations.
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Be certain that the financial structure of ZAMI is adequate for its current needs and its long-range strategy. Provide candid and constructive criticism, advice, and comments.

Process

ZAMI will conduct a mandatory orientation and training session for all new board members within the first month of coming on board or as time permits.

Board meetings are held once monthly (Saturdays 10 am – 12 pm) or as needed face to face or via telephone.

ZAMI needs full contribution of all board members in order to fully develop and sustain the organization. Thus, we need board members who have the time and energy to actively participate on the Board.

Board member attendance is necessary to conduct the business of the organization. A member who has two un-notified absences in a row ("un-notified" means the member did not call ahead to a reasonable contact in the organization before the upcoming meeting to indicate they would be gone from the upcoming meeting) or has three notified absences in a row or misses one third of the total number of board meetings in a twelve-month will be asked to leave the board.

Board members must follow through with assigned tasks. A board membe who has three incomplete tasks in a row without notifying the board chair or other board member will be asked to leave the board.

Each board member is responsible for a financial obligation of $30.00 per month due on or before the last day of the month. This contribution can be a personal one or obtained during fundraising efforts.

ZAMI, Inc.

Organizational Herstory

MISSION

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HERSTORY

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ZAMI, Inc.

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PFLAG
VP

Atlanta based community org for Lesbians
13 yrs old

May 14, 2001

Organizational History

MISSION

ZAMI Inc., organized in metro Atlanta in 1988 as an organization for lesbians of African descent, has a threefold mission:

- to procure and dispense scholarship funds to "out" lesbians of African descent who are attending an accredited post secondary institution in the states of Georgia, Florida, Mississippi, Louisiana, South Carolina, North Carolina, Tennessee, Alabama, Arkansas, Texas, Virginia and Kentucky;
- to provide mentoring and programming specific to the needs of young lesbian and bisexual women of color; and
- to provide weekly support groups and a safe space for lesbians of color.

HERSTORY

During its first five years ZAMI sponsored monthly community gatherings to provide a base of support for lesbians of African descent. In these settings, women received personal support, participated in regular workshops on topics such as coming out positively, health and well-being, self-esteem issues, lesbian battering, leadership development, networking and employment opportunities and enjoyed the talents of local and national authors/ performers and filmmakers. In February of 1995, ZAMI narrowed its focus to:

- promote, enhance and sustain the Audre Lorde Scholarship Fund;
- provide mentoring and leadership development for young lesbians through informal counseling and referral, safe discussion space, workshops, presentations and social gatherings; and
- promote and showcase emerging as well as established lesbian artists of color by facilitating community collaborations and providing venues which are affirming and empowering.
- facilitate weekly support groups: Coming Out, Outlook for wimmin in their 20's and 30's, Sage: Lesbians 40 plus and Black lesbians with children.

ACCOMPLISHMENTS

ZAMI has been successful in developing a number of community partnerships, which have been important for making possible programs and activities related to its mission. Some highlights follow:

- Since 1997, awarded 15 scholarships of $1,000.00 each to Black lesbians. ZAMI is the only Black lesbian organization in the country to award scholarships to "out" black lesbians.

- Launched an outreach program for lesbian and bisexual women in the Atlanta University Center
- Hosted a weekend retreat for its members on internalized homophobia
- Hosted a weekend workshop on leadership development for young lesbian and bisexual women of color
- Sponsored The Atlanta Premiere of *A Litany for Survival: The Life and Work of Audre Lorde* with Emory University Office of Lesbian/ Gay/ Bisexual / and Transgendered (LGBT) Life;
- Hosted a reading by lesbian activists and organizers, *Mab Segrest, Minnie Bruce Pratt and Suzanne Pharr* with Southerners on New Ground (SONG) and Charis Circle;
- Presented a reading on the work of Pat Parker, Black lesbian feminist poet, in conjunction with Charis Circle, Atlanta Lesbian Cancer Initiative, and the First Existentialist Congregation; and
- Participated in the first lesbian and gay Black History Celebration at Spelman College with a number of like-minded community groups;
- Co-sponsored a forum on homosexuality and spirituality at Spelman College with Afrekete, Spelman College's lesbian and bisexual student group
- Organized (A workshop with Afrekete presented by the Chrysalis Project – a project of the Feminist Women's Health Center, which addresses gynecological health issues for young lesbian, bisexual and questioning women); and
- Sponsored a lesbian trivia show with Fourth Tuesday, ALCI, Sister Outsider, and Afrekete as participants and
- Developed a workshop on lesbian battering with the Women's Resource Center to End Domestic Violence.
- ZAMI's Executive Director joined the Executive Director of the Gay and Lesbian Community Center as grand marshals at the Martin Luther King, Jr. Parade and were the first out black queers to ever speak at the rally.

Because ZAMI is a highly visible, "out" organization that has established a track record of successful programming and support to the Black lesbian community, we are inundated with requests ranging from speaking engagements to emergency housing.

Some of these requests include a call from Atlanta's Rainbow House, a shelter for homeless lgbt youth, to mentor two young black lesbian residents; a request from a DeKalb County

school counselor to walk a young black lesbian through the college and financial aid application process; a request from a member of Atlanta's PFLAG (Parents and Friends of Lesbians and Gays) to locate someone to talk with a straight Black mother who has been physically abusing her sixteen year old lesbian daughter; and 3 late night calls from students at the AUC (Atlanta University Center) who are depressed because their families refuse to accept their lesbianism.

ZAMI was awarded a grant from the Community Foundation for Greater Atlanta to launch an outreach program for lesbian and bisexual women in the Atlanta University Center, which comprises Spelman, Morris Brown, Clark Atlanta and Atlanta University. ZAMI hired a facilitator, conducted outreach and secured a safe meeting place off campus where 35 lesbian and bisexual women met twice monthly for support and discussion. The ***"Just AU Womyn"*** project raised visibility among women in the AUC and also raised overall awareness of issues affecting Black lesbian and bisexual women in the Atlanta community.

In 2000, with the assistance of a grant from the Community Foundation for Greater Atlanta, we were able to hire a part-time Executive Director to conduct outreach in the community; establish linkages and to provide increased accountability to the organization.

Since its inception, ZAMI has relied on members, Board of Directors and supporters who have volunteered their time, energy and amazing labor to create the largest base of support for Black lesbian/ bisexual women in the Atlanta metropolitan area. As our programming continues to expand in number and significance, we are ready to take the next step from a volunteer run organization to sustained paid staff positions.

Subject: Friday's meeting
Date: Wed, 06 Jun 2001 14:34:47 -0400
From: "Alicia Lucksted" <Aluckste@psych.umaryland.edu>
To: <madam04@earthlink.net>

Hello,

Thank you so much for calling, and I'm sorry the information did not reach you the first time. Below is a copy of the "confirmation letter" we sent out to everyone, and the matierals I had sent with it. The message contains all the details including room number, directions, and a reiteration of what we are planning.

I'll look forward to meeting you on Friday!
Alicia

=========copy of previous message=================
From: Alicia Lucksted
To: gailp@atlfwhc.org; gte168v@prism.gatech.edu; Kelly@youthpride.org ; schesnu@emory.edu; smithn@aidatlnata.org; wrccom.ed@mindspring.com; zami@zami.org
Date: 5/25/01 7:22PM
Subject: Greetings!

Greetings!

We are very glad that you will be able to join us on Friday June 8th for a meeting entitled "How Can Community Psychology Best Assist LGBT Community Organizations?" as part of the Society for Community Research and Action (SCRA) Biennial conference, being held at Georgia State University. We are looking forward to an excellent conversation about how community psycholgy can better be of help to groups like yours, and it is terrific that you'll be there!

The meeting will be held from 2:15 to 3:30 on the 8th, in the Court Salon room of the Student Center at GSU. The Student Center is located at the corner of Courtland and Gilmer Streets in Atlanta. For driving or mass transit directions please see http://www.gsu.edu/~wwwstc/directions.htm or call campus information at (404) 651-2000

We are planning this meeting to be relaxed but organized. At the beginning of the meeting, we will ask you (and each of the other organization representatives) to introduce yourself and your group's work related to Lesbian/Gay/Bisexual/Transgender issues. As part of this introduction, we would like you to talk briefly about some of the ways in which you think community psychologists can assist you in your efforts, such as grant writing, policy reform, program evaluation, etc. Each group will have 3-5 minutes to do this. We will then guide a discussion about ideas for collaboration, with a focus on topics such as what community psychologists can offer organizations like yours, areas in which you think our help would be constructive for

you, possible pitfalls and challenges to working together, and other related areas.

To help you think about these topics ahead of time, we are sending with this message a brief description of community psychololgy and of SCRA in the attached file. If you have problems with the attachment, please let us know.

After the meeting, we'd also like to invite everyone who wishes to join us for refreshments in a nearby cafe so that you may have a chance to talk more individually with community psychologists in your area and across the country - either to continue our conversations or perhaps to begin planning concrete steps toward collaboration.

A note about registration ... as you know, this meeting is part of a larger conference. You are very welcome to attend the entire conference or any portion of it that you wish, and it will be excellent! However, we are not able to offer you free registration (much as we would like to). For more information about the conference and registration, please see http://www.gsu.edu/~wwwcra/ However, you certainly are NOT expected to pay registration if you are only coming to attend our meeting... please just come right up to the Court Salon sometime shortly before 2:15 and we will be there.

Thanks again for your interest, and best wishes. Feel free to contact either of us if you have any questions.
We'll look forward to meeting you on June 8th!

Alicia & Gary

Alicia Lucksted, PhD
LGBT Interest Group Chair, SCRA
410 / 328-5389 or aluckste@psych.umaryland.edu

Gary Harper, PhD
Associate Professor of Psychology, DePaul University
773-325-2056 or gharper@wppost.depaul.edu

For further information, please see:
SCRA organizational website: http://www.apa.org/divisions/div27/
Conference website: http://www.gsu.edu/~wwwcra/

SCRASummary.doc	**Name:** SCRASummary.doc **Type:** Winword File (application/msword) **Encoding:** base64

Community Psychology can assist

1) facilitating and or assisting w/ developm of workshop materials germane to our support groups - i.e., Coming out, Aging and the Black Lesbian, Black Lesbians with children

Program Evaluation of Scholarship Fund and the need for it especially as it pertains to targeting it to ~~Blks~~ only out BIK lesbians

assisting w/ grant writing
identifying grantors

Mailing list 300 BIK lesbians - would love to develop a needs assessment
developing
Also satisfaction survey re: support groups and ongoing programming.

ZAMI, Inc
Atlanta's Premiere Organization for Lesbians of African Descent

MISSION

ZAMI's primary mission is to empower and affirm the lives of lesbians of African descent through providing leadership development, scholarship funds, support/ discussion groups, social activities, and outreach and education.

HERSTORY

In October 1989, a Women of Color Caucus (WOCC) was created by lesbian members of the African-American Lesbian and Gay Alliance (AALGA) to focus on their political, social, economic, and personal needs. In June 1990, WOCC members voted to secede from AALGA in order to become an autonomous entity.

Ever evolving, these women renamed themselves ZAMI — a Carriacou word meaning women who work together as friends and lovers. The name ZAMI also honors the late Audre Lorde, a Black lesbian feminist who was poet laureate for New York State and who wrote the biomythography *ZAMI: A New Spelling of My Name.*

For most of its existence, ZAMI met at Charis Books And More and the AIDS Survival Project in Atlanta and provided a support base of discussion, information and programming for lesbians of African descent in the Atlanta area.

In February 1995, ZAMI narrowed its focus to promote, enhance and sustain the Audre Lorde Scholarship Fund. The Audre Lorde Scholarship Fund is administered by ZAMI and is the brainchild of its current Executive Director, Mary Anne Adams. The first two scholarships were awarded in 1997 and since that time, the fund has awarded 49 scholarships.

In 2001, due to the increasing need of the African-American lesbian community, ZAMI began to sponsor four monthly support groups, **each of which met at the YouthPride Center in Decatur.** In Oct, 2003, ZAMI was able to secure an office/ meeting space in downtown Decatur and the support groups are currently meeting there.

In February 2004, ZAMI unveiled new classes: American Sign Language, T'ai Chi Ch'uan and Qi Gong for Health, Fitness, and Well-Being, Hatha Yoga for All Levels, **and** Reading is Erotic: Discussing the Work of Audre Lorde. **ZAMI also conducted workshops on various topics on the first Sunday of each month at ALCI (Atlanta Lesbian Cancer Initiative)**

ZAMI OPERATIONS

An Executive Director currently manages the daily operations of ZAMI.

BOARD OF DIRECTORS

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Assumes all responsibilities of SECRETARY in her absence.

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P.O. Box 2502
Decatur, GA 30031

Office Address:
111 East Maple Street
Decatur, GA 30030
404 370-0920

www.zami.org
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An Executive Director currently manages the daily operations of ZAMI.

BOARD OF DIRECTORS

The board of directors has the principal responsibility for fulfillment of ZAMI's mission and the legal accountability for its operations. It is in charge of establishing a clear organizational mission, forming the strategic plan to accomplish the mission, overseeing and evaluating the plan's success, hiring a competent Executive Director and providing adequate supervision and support to that individual, ensuring financial solvency of the organization, interpreting and representing the community to the organization, and instituting a fair system of policies and procedures for human resource management.

Board members have a duty of loyalty to ZAMI, its staff, members, volunteers and other Board members. While differences of opinion are sure to arise, board members should seek to keep disagreements impersonal. By practicing discretion and accepting decisions made on a majority basis, board unity and confidence will be promoted.

Board members accomplish their functions through attending regular meetings and by establishing a committee structure that is appropriate to the size of the board. Board members arrive at meetings prepared and ready to engage in thoughtful dialogue.

The Board is open to self-evaluation and regularly reviews its own composition to ensure constituent representation, board expertise and commitment. The Board is also responsible for evaluating and determining compensation for the Executive Director.

Position Title: CHAIR PERSON OF THE BOARD

General: Ensures the effective action of the board in governing and supporting the organization, and oversees board affairs. Acts as the representative of the board.

Community: Speaks to the media and the community on behalf of ZAMI **(as does the Executive Director);** represents the agency in the community.

Meetings: Develops agendas for meetings in concert with the Executive Director. Presides at board meetings.

Committees: Recommends to the board, which committees are to be established. Seeks volunteers for committees and coordinates individual board member assignments. Makes sure each committee has a chairperson, and stays in touch with chairpersons to be sure that their work is carried out; identifies committee recommendations that should be presented to the full board. Determines whether executive committee meetings are necessary and convenes the committee accordingly.

Executive Director: Establishes search and selection committee (usually acts as chair) for hiring an Executive Director. Convenes board discussions on evaluating the Executive Director and negotiating compensation and benefits package; conveys information to the Executive Director.

Board Affairs: Ensures that board matters are handled properly, including preparation of pre-meeting materials, committee functioning, and recruitment and orientation of new board members.

Position Title: VICE CHAIR
General: Acts as the chair in the chair's absence; assists the chair on the above or other specified duties.

Special Responsibilities: Frequently assigned to a special area of responsibility, such as membership, media, annual scholarship celebration, facility, or personnel.

Position Title: SECRETARY
Meetings: Keeps the minutes and maintains an up-to-date membership roll.
Checks attendance at each meeting and handles correspondence.
Makes a record of all committees and notifies members if they were named to a committee when they were absent.

Special Responsibilities: Presides at the meeting when the president and vice president are absent.

Position Title: ASSISTANT SECRETARY
Assumes all responsibilities of SECRETARY in her absence.

Position Title: TREASURER
General: Manages the board's review of, and action related to, the board's financial responsibilities. May work directly with the Executive Director or other staff in developing and implementing financial procedures and systems.

Reports: Ensures that appropriate financial reports are made available to the board. Regularly reports to board on key financial events, trends, concerns, and assessment of fiscal health.

Finance Committee: Chairs the Finance Committee and prepares agendas for meetings, including a year-long calendar of fundraisers.

Auditor: Recommends to the board whether ZAMI should have an audit. If so, selects and meets annually with the auditor in conjunction with the Finance and/or Audit Committees.

Position Title: Member, Board of Directors

General: Provides governance to ZAMI, represents it to the community, and accepts the ultimate legal authority for it.

Planning:
Approves ZAMI's philosophy and reviews management's performance in achieving it.
Annually reviews and approves ZAMI's plans for funding its strategy.
Reviews and approves ZAMI's financial goals.
Annually reviews and approves ZAMI's budget.
Approves major policies.
Cash Management and Investments: Ensures, through the Finance Committee, sound management and maximization of cash and investments.

Organization:
Assures that management succession is being properly provided.
Assures that the status of ZAMI's strength and planning is equal to the requirements of the long-range goals.
Approves appropriate compensation and benefit policies and practices.
Proposes a slate of directors to members and fill vacancies as needed.
Annually approves the Performance Review of the Executive Director and establishes her compensation based on recommendations of the Chairman of the Board.
Annually reviews the performance of the Board and take steps to improve its performance.

Operations:
Approves major actions of ZAMI, such as capital expenditures and major program and service changes.

Audit:
Ascertains that management has established appropriate policies to define and identify conflicts of interest throughout ZAMI, and is diligently administering and enforcing those policies.
Appoint independent auditors subject to approval by members.
Review compliance with relevant material laws affecting ZAMI.

Be assured that the Board and its committees are adequately and currently informed - through reports and other methods - of the condition of ZAMI and its operations.
Be assured that published reports properly reflect the operating results and financial condition of ZAMI.

Reviews the results achieved by management as compared with the ZAMI's philosophy, annual and long- range goals, and the performance of similar organizations.
Be certain that the financial structure of ZAMI is adequate for its current needs and its long-range strategy.
Provide candid and constructive criticism, advice, and comments.

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ZAMI, Inc
Atlanta's Premiere Organization for Lesbians of African Descent

MISSION

ZAMI's primary mission is to empower and affirm the lives of lesbians of African descent through providing leadership development, scholarship funds, support/ discussion groups, social activities, and outreach and education.

HERSTORY

In October 1989, a Women of Color Caucus (WOCC) was created by lesbian members of the African-American Lesbian and Gay Alliance (AALGA) to focus on their political, social, economic, and personal needs. In June 1990, WOCC members voted to secede from AALGA in order to become an autonomous entity.

Ever evolving, these women renamed themselves ZAMI — a Carriacou word meaning women who work together as friends and lovers. The name ZAMI also honors the late Audre Lorde, a Black lesbian feminist who was poet laureate for New York State and who wrote the biomythography *ZAMI: A New Spelling of My Name.*

For most of its existence, ZAMI met at Charis Books And More and the AIDS Survival Project in Atlanta and provided a support base of discussion, information and programming for lesbians of African descent in the Atlanta area.

In February 1995, ZAMI narrowed its focus to promote, enhance and sustain the Audre Lorde Scholarship Fund. The Audre Lorde Scholarship Fund is administered by ZAMI and is the brainchild of its current Executive Director, Mary Anne Adams. The first two scholarships were awarded in 1997 and since that time, the fund has awarded 49 scholarships.

In 2001, due to the increasing need of the African-American lesbian community, ZAMI began to sponsor four monthly support groups, **each of which met at the YouthPride Center in Decatur.** In Oct, 2003, ZAMI was able to secure an office/ meeting space in downtown Decatur and the support groups are currently meeting there.

In February 2004, ZAMI unveiled new classes: American Sign Language, T'ai Chi Ch'uan and Qi Gong for Health, Fitness, and Well-Being, Hatha Yoga for All Levels, **and** Reading is Erotic: Discussing the Work of Audre Lorde. **ZAMI also conducted workshops on various topics on the first Sunday of each month at ALCI (Atlanta Lesbian Cancer Initiative)**

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